

RETAIL CLERKS NOV. 1969

ADVOCATE

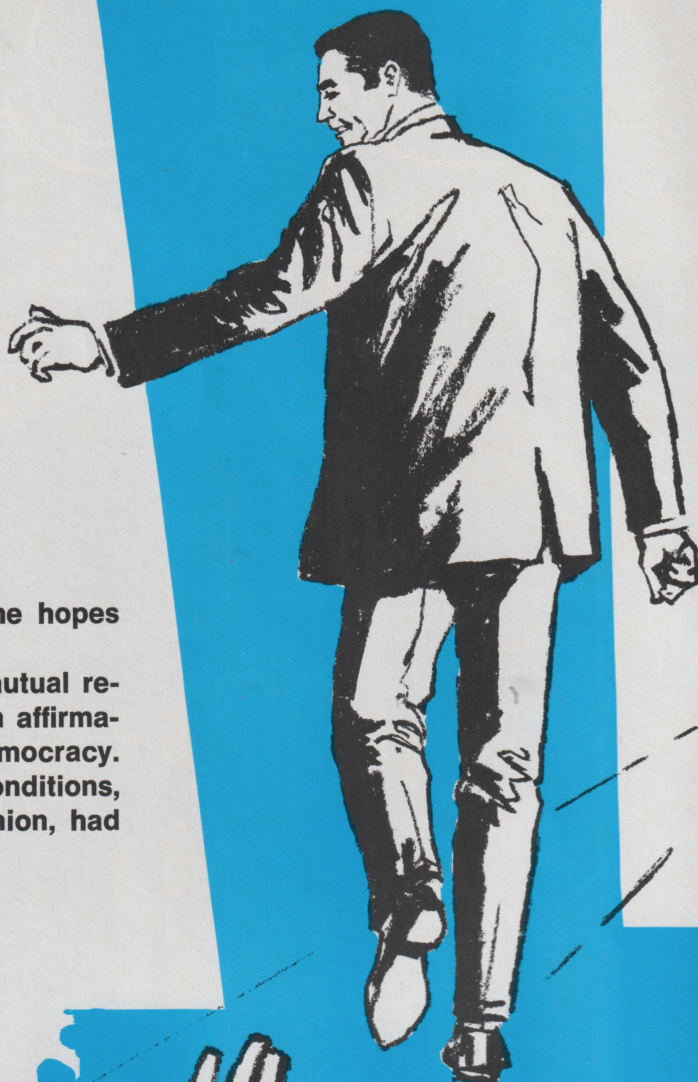


See You At the Meeting

Few words are so meaningful for the hopes and aspirations of working people.

They are at once an expression of mutual respect, a pledge of fraternal support, an affirmation of faith in the practical uses of democracy.

Every improvement in working conditions, every success scored by your local union, had its beginning at a union meeting.





ADVOCATE

TO SIN BY SILENCE WHEN THEY SHOULD
PROTEST MAKES COWARDS OUT OF MEN

JAMES T. HOUSEWRIGHT
Editor and Manager

Suffridge Building, Washington, D. C. 20006

International Officers

JAMES T. HOUSEWRIGHT
President

WILLIAM W. MAGUIRE
Secretary-Treasurer

SAMUEL J. MEYERS
First Vice President

EARL D. McDAVID
Second Vice President

PETER L. HALL
Third Vice President

DAVID A. WADE
Fourth Vice President

IVAN M. MORRIS
Fifth Vice President

DONALD E. CARTER
Sixth Vice President

WILLIAM A. McGRATH
Seventh Vice President

THOMAS G. WHALEY
Eighth Vice President

RONALD L. MEEKER
Ninth Vice President

THOMAS M. RUSSOW
Tenth Vice President

Communications must reach the editorial offices of THE ADVOCATE, Suffridge Building, Washington, D. C. 20006, before the first day of the month preceding the issue in which they are to appear. The fact that a signed article is published does not commit THE ADVOCATE to all opinions expressed therein. Contributions and items of news concerning the craft and the labor movement are requested from our readers. Every contribution must be written plainly on one side only of the paper and accompanied by the name of the writer—not necessarily for publication—as evidence of good faith. THE ADVOCATE reserves all right to edit copy to conform with space limitations and editorial policy.

Contents copyrighted 1969 by the Retail Clerks International Association. All rights reserved.

The International's official journal is printed on union made paper, and all typography, printing and engraving work is performed by AFL-CIO union craftsmen.

Second class postage paid at Washington, D. C. Published monthly by the Retail Clerks International Association at the Suffridge Building, 1775 K Street, N.W., Washington, D. C. 20006. Subscription rates \$5.00 per year.



17 OCTOBER 1969 17

NOVEMBER 1969: Vol. LXII, No. 11

IN THIS ISSUE

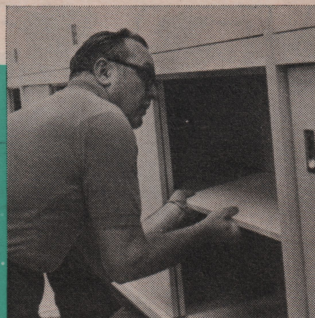
- 2 RCIA Completes Move to New Building
- 4 Wisconsin State Convention Urges Legislative Action
- 6 Ethics and the Public Servant
(Editorial)
- 8 Local 324, Long Beach, California
- 12 "We've Come A Long Way:" Report
on Eighth Convention of AFL-CIO
- 16 Unity Is Theme in Arlan's Settlement
- 20 Local 698 Wins First-Rate Contract
For Members in 116 Akron Food Stores

OTHER FEATURES

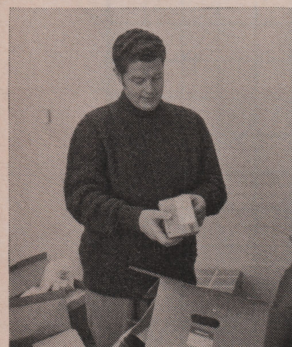
- 7 Vice Presidents' Comments
- 11 Local Unions Support Lower Voting Age
- 15 Local 1500 Puts Money to Work to Help
Members Buy Homes
- 18 Active Ballot Club News
- 19 White Collar Workers Around the World
- 23 Community Relations News
- 24 Social Security and Medicare
- 25 Women's Page
- 26 Local Union News
- 32 Puzzle Page

OUR COVER is devoted to RCIA's new headquarters, the Suffridge Building, in Washington, D. C. The photo shows floodlight illumination of top floor of the building during early evening hours, and movement of traffic—shown only as blurs of red tail lights—along busy 18th and K Streets, N.W. The recent move to the new structure is described on pages two and three.

Education, Research and Collective Bargaining Director James Tatum (near right) adjusts shelving, while (at far right) International Secretary-Treasurer William W. Maguire discusses cabinet placement with his secretary, Dorothy Mazarz, and Charles Hoffman, assistant supervisor of the mail room, shown with back to camera.



RCIA Completes Move to New Headquarters Building



Jack Loveall, administrative assistant to the International president (above), unpacks a box in his new office, as Vice President Donald E. Carter (right) straightens his desk.



On Monday morning, September 22, business began as usual in the headquarters offices of the RCIA, but in entirely new surroundings. Over the previous weekend all desks, business machines, files—everything—was moved from 1741 DeSales Street in Washington, D. C., to the RCIA's new Suffridge Building at 1775 K Street, N. W. Left empty was the DeSales Building which had housed RCIA offices for 15 years.

Visitors are received in a spacious reception area on the eleventh floor. Offices of the International president, and organizing and organizing promotion departments are also located on this, the top floor.

The offices of the International Secretary-Treasurer, health and welfare, receipting, and checking departments are located on the tenth floor.

On the ninth floor are the legal, education, research and collective bargaining, international affairs, community relations and urban affairs, the mail and shipping departments, and the offices of the president emeritus, Active Ballot Club and the *Advocate*.

Tenants are beginning to move in to the lower floors.



International President James T. Housewright (above) is shown in his new office



Wisconsin State Convention Urges Legislative Action

THE NEED FOR LOCAL UNION involvement in the election of candidates favorable to organized labor's goals was stressed by several speakers addressing the seventeenth annual convention of the Wisconsin State District Council of Retail Clerks, No. 14 Meeting in Oshkosh, Wisconsin, September 14, District Council President Paul Whiteside, Sr., and delegates warmly received Congressman David Obey, several officers of the RCIA, and other guests.

Congressman Obey gave an inspiring speech on tax reform, and also urged that local unions take an active role in upcoming elections.

Organizing was also a dominant theme of the Wis-

consin convention. William A. McGrath, International vice president and executive assistant to the International president, outlined the importance of new organizing for the continued growth of District Council No. 14. International Vice President and Organizing Director of the Central Division Thomas M. Russow cited the need for organizing coordination among the local unions in the district council.

Also addressing the Wisconsin delegates was International Vice President Ivan M. Morriss, who described the work of the new urban affairs department, which he directs.

RCIA Vice President William A. McGrath



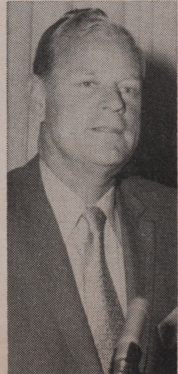
District Council No. 14 Secretary-Treasurer Richard Eiden



RCIA Vice President Thomas M. Russow



RCIA Vice President Ivan M. Morriss



District Council No. 14 President Paul Whiteside, Sr.

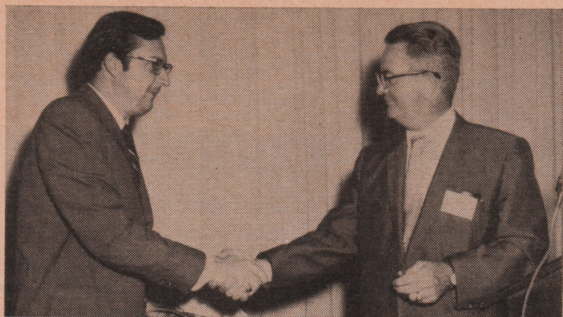


Active Ballot Club Field Director James L. Huntley



District Council No. 14 Recording Secretary Michael Burtak





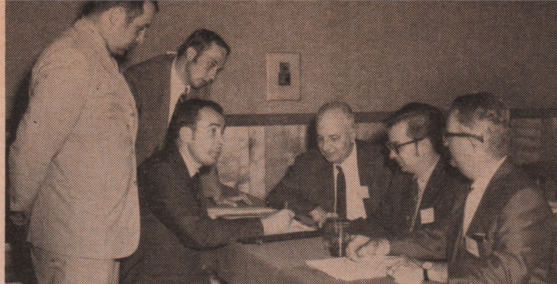
Congressman David Obey, left, is welcomed to the Wisconsin State Council Convention speakers' rostrum by District Council No. 14 President Paul Whiteside, Sr.

James L. Huntley, field director of the Active Ballot Club, echoed Congressman Obey's pleas for union involvement in legislative affairs, and asked that the locals plan now for the 1970 elections.



The thanks Committee expressed special appreciation for Congressman Obey's address on tax reform and the importance of member support of candidates favorable to labor's goals. The committee is composed of, from left: Chairman Marvin Schael, Local 949, Wausau; Lorayne Cross, Local 444, Milwaukee; Esther Enea, Local 444, Milwaukee; and John Moy, Local 1401, Madison.

EXECUTIVE BOARD MET SEPTEMBER 13, RCIA Vice Presidents William A. McGrath and Thomas M. Russow addressed the group on the importance of organizing and coordinating of the local unions in District Council No. 14. Shown here, beginning at end of table on left and moving clockwise: Marvin Schael, board member-at-large; John Molas, board member-at-large; Felix Begres, second vice president, of District Council No. 14; James L. Huntley, field director, Active Ballot Club; Norman Heard, assistant organizing director, Central Division; Richard Eiden, secretary-treasurer of the District council; International Vice President William A. McGrath, executive assistant to the International president; Michael J. Burtak, recording secretary of council; Paul L. Whiteside, Sr., president of the council; Thomas M. Russow, RCIA vice president and organizing director, Central Division; Jack Taylor, collective bargaining representative, Central Division; William Moreth, first vice president of the council; Richard Kaufert, regional coordinator; Kenneth Geroux, council representative; and Chester Niespodziani, board member-at-large.



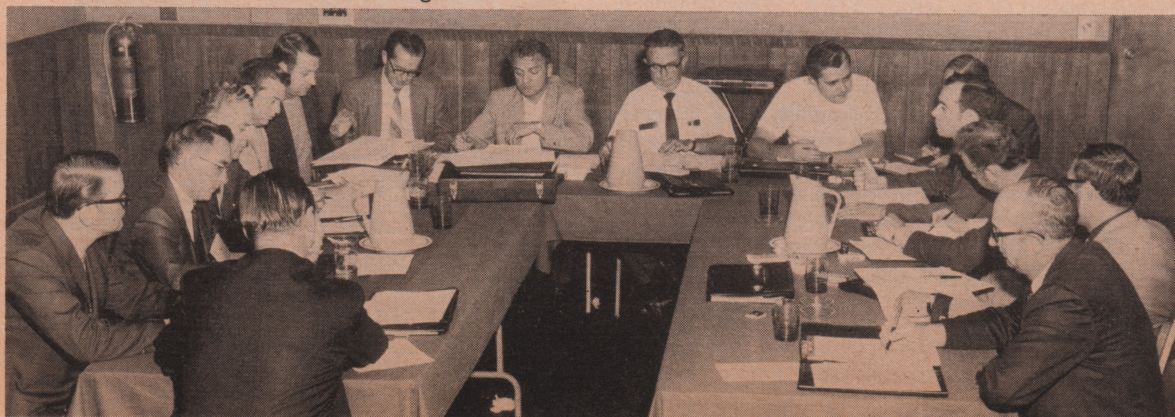
District Council No. 14 Legislative Committee adopted resolutions to support RCIA's Active Ballot Club programs, and to support the legislative committee working on changing of a union shop bill before the Wisconsin Senate. Shown from left are: Richard Eiden, Local 214, Oshkosh; Paul L. Whiteside, Jr., Local 526, Kenosha; Committee Chairman William Moreth, Local 1401, Madison; Nick Massruha, Local 1403, Racine; Gary Campbell, Local 444, Milwaukee; and Co-chairman Paul L. Whiteside, Sr., Local 526, Kenosha.



Resolutions Committee commended RCIA action setting up the Urban Affairs Department. Serving on the committee are, from left: Chairman Michael J. Burtak, Local 444, Milwaukee; David Tesch, Local 214, Oshkosh; Harold Bitters, Local 1401, Madison; Ronald Kazel, Local 444, Milwaukee; Ben Heinstra, Local 1403, Racine; and Henry Lewandowski, Local 949, Wausau.



The Constitution Committee worked on changes which would make future conventions two days, rather than one day at present. Members are, from left: Chairman Felix Begres, Local 467, Iron Mountain, Michigan; William Scherrei, Local 444, Milwaukee; Raymond Toelle, Local 444, Milwaukee; Phillis Arnot, Local 214, Oshkosh; Doris Willems, Local 526, Kenosha; Lois Roelse, Local 214, Oshkosh; Frank Breunig, Local 1401, Madison; Harold Breithaupt, Local 1401, Madison.



Ethics and the Public Servant

FROM the earliest experiences of the human family as recorded in written history, men have searched for an acceptable standard of conduct which would help the community to live harmoniously and deal justly with one another.

Although God gave man the five senses of sight, hearing, smell, taste and touch. He no doubt hoped that individuals could—out of their own experiences—develop the sense to know right from wrong.

From the very beginning, however, man and woman have slipped, stumbled and strayed from established standards of behavior. In short, they have repeatedly fallen short of their higher aspirations in the area of ethical conduct.

According to the Bible, ten commandments were sent down with Moses to assist mankind in drawing some necessary conclusions of fairness, justice and equity in their dealings with one another. The masses of the people have through the centuries tried to live by these or similar high standards, albeit failing often to meet the ultimate goal.

Until the last century the ruling class held the power of life and death over the citizenry. "Might made right," and there could be no argument. When serfdom and chattel slavery were banished from large portions of the globe and the general population won the right of secret ballot in many lands, the ethics of public servants were opened to public scrutiny.

In modern times few rulers of the people would attempt to live the life of a tyrant or despots, which could have been the accepted norm for their blue-blooded forefathers.

The ethics of the masses have thus become a measure of the qualifications for its elected or appointed public servants.

The importance of a high ethical standard of conduct on the part of leaders of government is greater today than at any time in the history of our civilization, our nation, and our economy. The achievements of many centuries against class injustice, against exploitation of man by man, the achievements in the development of our culture, our legal code, our civil rights, are poorly served when entrusted to an unethical public servant. It has become a responsibility, as well as a right, for the electorate to choose men of unquestioned ethics to fill the positions of government.

Along with the rapid development of democracy has come the production of material goods in great abundance which can and should help enrich the lives of all members of the community. The increase of wealth in a society, however, adds to the responsibility for ethical conduct among all public servants. Laws deal extensively with the manner in which the goods and services produced by our economy are distributed in the form of wages, profits, taxes, etc. The ethics of public servants, good or bad, certainly

affect the material well being of the citizenry.

The perspective of history may help to throw some light on the subject. There was a time in the history of our nation when it was possible for the highest court in the land to rule that a runaway slave must be recognized as the private property of his owner and returned to him. Between such a time and the recent Warren Court, great progress has been recorded.

Particularly during the last four decades, since the advent of the Wagner Labor Act, the reforms gained by the working people—under the leadership of the trade union movement—are substantial and affect the standard of living of millions of wage earners.

There is currently a great deal of concern indicated by the American people about the standard of conduct required for members of the United States Supreme Court. As a labor union serving hundreds of thousands of our members and their families, we cannot help but be aware that our gains would be placed in jeopardy if the appointee to the Supreme Court has a standard of conduct which indicates partiality toward employers and against working people or a conflict of interest which would cause him to be partial, intentionally, or otherwise.

It is our hope, then, that RCIA members will recognize their commitment and convey their strong feelings to the Senators from their respective states, who must soon vote for or against ethics for the highest court in the land.



'Ethics are for liberals'

—Herblock in the Washington Post.

Vice Presidents' Comments



BY RONALD L. MEEKE

International Ninth Vice President

MEMBERS who attend union meetings regularly are the best informed of the provisions contained in their collective bargaining agreements. They are aware of the conditions because they helped frame them. Decisions made by the membership at well-attended meetings are the best decisions. Participation by the greatest possible number of members broadens the range and variety of endeavors which the union can support on behalf of all its membership. Every project undertaken by the union—every committee—requires the enterprising energies of union activists, men and women determined to build a better life through better working conditions for all.

We know that for every regular meeting attended by the membership of our local union; for every evening spent by the members at committee and board meetings; the active union worker, whether he is a shop

steward, a local union executive board member, a local union officer, or an International representative, he has devoted a substantial number of painstaking hours preparing for the tasks ahead.

Dedicated union members and officers provide the leadership for new organizing projects. They comprise the teams necessary for a good negotiating committee. They furnish the manpower to participate in community and urban affairs.

It is a matter of fact that in an effort to progress and serve its members, there is continually something important and urgent on the union agenda. Union officers and participating union members find satisfaction in the knowledge that their productivity helps make the union effective. To be entrusted with leadership by the general membership is a rewarding show of confidence. It is a good human trait to value the approval of our fellow members.

This vital work consumes the evenings that would otherwise be spent at home with the family.

We believe that it is in order to award some accolades to the families of these union activists. We want them to know that we appreciate their cooperation and understanding. For all this, we say all praise to the families of our union activists, "They also serve who only sit and wait." To them, the families of the store stewards, committee members, local union officers, and International representatives, the membership of our union owes a vote of thanks.

Phillip F. Koerner, Former RCIA Vice President, Dies

Phillip F. Koerner, a member of the RCIA Executive Board from 1939 to 1953, died in Grosse Pointe, Michigan, on October 24. He had celebrated his seventy-third birthday October 6.

Brother Koerner, who resigned the position of third vice president of the International Association in October, 1953, later served as business representative of Local 876, Detroit, Michigan, and vicinity, until his retirement in October, 1965.

He joined Local 1343, Milwaukee, Wisconsin, in 1933, where he always took an active part in the affairs of his union, and then became a business agent of the local.

While acting as business agent of Local 1343, Brother Koerner received national attention from household appliance dealers because of a policy of fair trade

which he, through the local, put into effect in the city of Milwaukee. The plan embraced a program of employer-employee cooperation designed to eliminate unfair competition, which exists today in present fair trade rules.

Before being elected unopposed to the office of seventh vice president of the RCIA in June, 1939, he acted as a general organizer and international representative in the states of Minnesota, Wisconsin and Michigan.

Brother Koerner also served as organizing director in both the Central and Southeastern Divisions while on the Executive Board.

He was a Mason, and a veteran of World War I.

He is survived by his wife, Irma, and two children: Richard, age 16, and Kathy, age 14.





Local 324: 'Serving

ON JULY 3, 1936, the Retail Clerks International Association issued a charter to form a new local union in Southern California, with a total membership of eight persons.

And from that point, Retail Clerks Union Local 324, has never ceased to grow, not only in numbers and in physical expansion of its offices, but even more important, in strength and in constantly-broadened service to its members and the community.

Under the leadership of Arthur Z. Berland, secretary-treasurer, and Charles Wagner, president, the local union has pioneered new concepts of service.

Local 324's contracts are basically with employers operating food (grocery) stores, drug stores, discount stores, shoe stores, and a variety of other retail outlets throughout Orange County and the southeast area of Los Angeles County, including Long Beach.

Through collective bargaining, the union has been

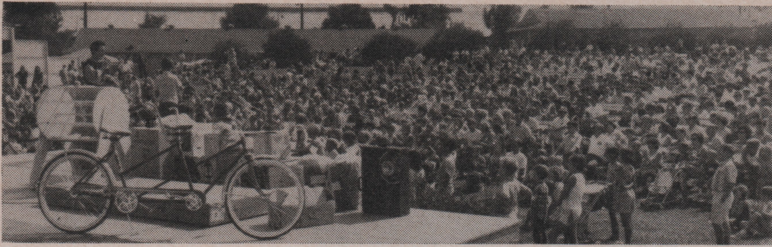
successful in obtaining not only wages and working conditions to provide an excellent standard of living for members and their families, but also a broad range of fringe benefits to provide complete health protection and many other valuable advantages.

Among conditions established under union contracts are good wages and premium pay for nights, Sundays, and holidays; job security; supplemental benefit payments during times of illness or unemployment; comprehensive hospital and medical care; dental care, including orthodontics; psychiatric care; prescription drug reimbursement; visual care; annual physical checkups; vacations with pay; paid holidays; pay for unused sick leave; pay for jury duty; pensions; death benefits; and a diversity of advantageous working conditions.

Multi-year contracts provide for annual wage in-



Among Local 324's many community projects is its Thanksgiving aid and assistance basket program. Shown behind last year's baskets are (from left): Business Representatives Morgan Whitaker, Art Wilson, John C. Sperry, Adam Zack; Social Services Supervisor Dorothy Zenor; Secretary-Treasurer Arthur Z. Berland; Business Representatives Bob Caligiuri, Bob Giffin, Bob Gable, Robert Bowers and Don Lopez.



Now in its fifth year, a \$10,000 annual research fellowship-in-perpetuity at the City of Hope Medical Center is being supported by Local 324.

Members And The Community'

creases, coupled with cost-of-living adjustments to keep pace with the economy.

The record speaks for itself, and Local 324 expects to introduce many additional innovations that will create a better way of life for its members and their families.

Local 324 proudly exhibits an ever-expanding list of special services for members and their families, based on the organization's personal interest in every phase of its members' lives.

Among such services is the union's unique college scholarship program, under which 165 students—members of the union or their sons, daughters, or spouse—have received a total of \$57,500 during the past seven years, with an additional \$10,000 scheduled to go to 29 students in 1969.

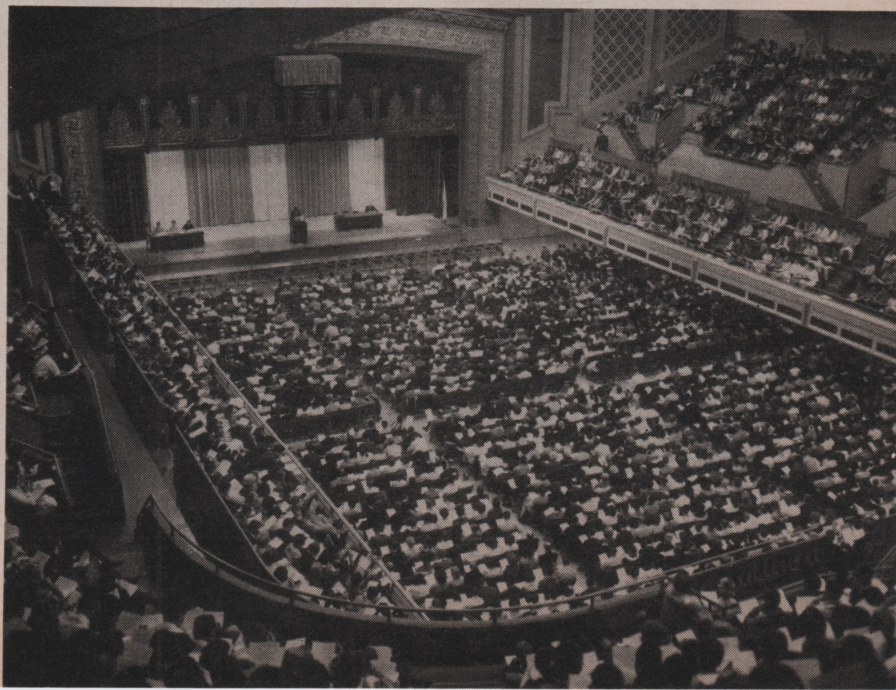
Other special services directly affecting Local 324 members include an expanded staff of business rep-

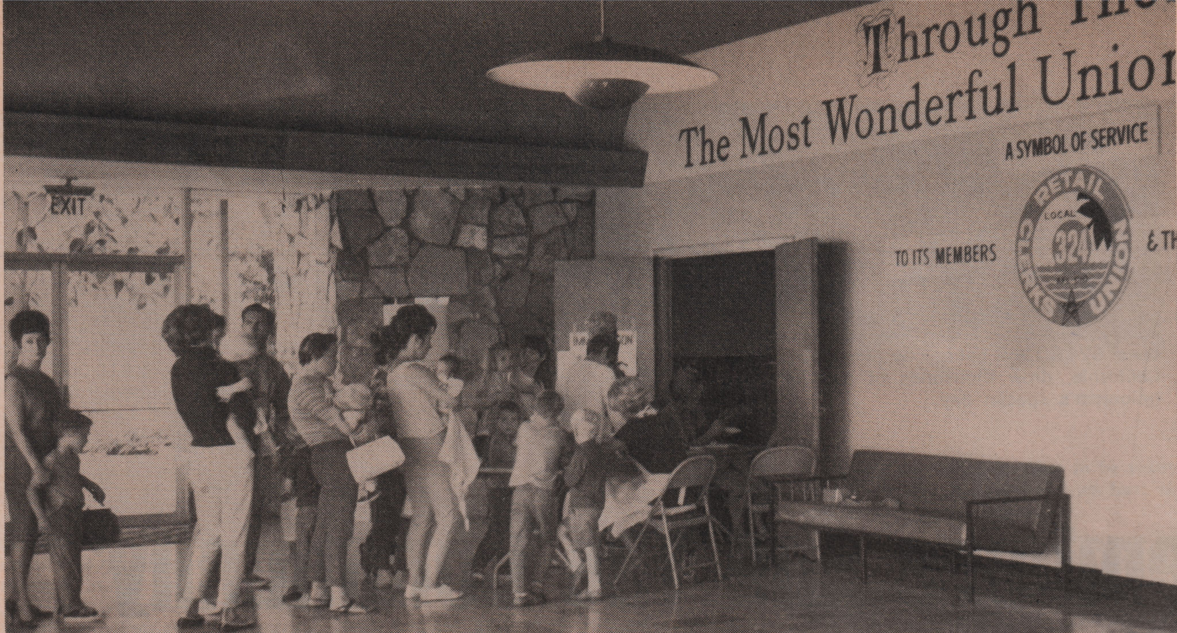
representatives (now 15 in number) for better contract enforcement (one representative on duty in the office daily); a streamlined grievance procedure for maximum effectiveness in wage claim processing; personal visits by a Local 324 staff member to members in the hospital; assistance by Local 324's social services department with industrial accident hearings, workmen's compensation, labor commission hearings, unemployment appeals, and other related matters.

Many other extra services such as special initiation folders, calendars, service emblems, installation of high-speed automatic data processing equipment for union records, and other aids make Local 324 an important and integral part of the lives of all its members and their families.

Because of Local 324's steadily increasing participation in community activities, members of the local

(Continued on next page)





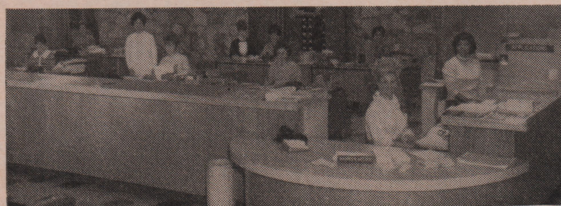
Local 324 offices and auditorium in Buena Park are frequent meeting places for various community organizations. Shown here is a few of the hundreds lined up in front of Local 324 auditorium for immunization shots, a Well Baby Clinic activity of the Orange County Health Department. School graduation ceremonies, civic meetings and other events are scheduled at the local's headquarters building.



International President James T. Housewright, left, presents a 25-year award to Local 324 Member Loren Heath, an ex-officio board member, at a recent service awards banquet.



Local 324 Secretary-Treasurer Berland, center, looks on. Some of the local's recent college scholarship winners, shown with Local 324 Secretary-Treasurer Berland and International Secretary-Treasurer William W. Maguire, standing behind group at left. In 1969 the local awarded \$10,000 to 29 students, all members or from members' families.



Part of Local 324's general office and dues department. The local has been in its present quarters at the corner of Crescent and Stanton avenues in Buena Park, since 1957.

union are recognized and respected as an integral part of the communities where they live and work.

Special recognition to Local 324 and its facilities has come from the U.S. Department of Labor, which schedules frequent visits to the union by labor officials and other dignitaries from countries all over the world.

Local 324 also schedules special social events throughout each year for its members and their families as a means of getting together for better understanding of mutual goals and mutual problems.

The theme of the local is that of being "Dedicated to Serving Its Members and the Community." Because its leaders and its members live by this creed, Southern California is a better place to live because of Local 324.



Retail Clerks Day at Disneyland is an annual treat enjoyed by thousands of Local 324 members.

Local Unions Show Support For Lowering Voting Age

Voters in two states—Ohio and New Jersey—go to the polls in November to enact constitutional changes which would give voting rights to our younger citizens.

In Ohio, labor unions, state leaders and both major political parties have given their support of a constitutional amendment which would permit 19 and 20 year-olds to vote in state and local elections.

Local 954, Toledo, Ohio, is one RCIA local union that has pledged its support of the state's Vote 19 Coalition and Vote 19 in Ohio Committee. Arrangements were recently made to permit the youngsters to use an office at Local 954 headquarters to direct the campaign in northwestern Ohio.

New Jersey voters will also decide November 4 whether to amend its state constitution to lower the voting age to 18. Samuel Kinsora, president of RCIA Local 1262, North Jersey,

voices the comment of other union leaders in his state, in his plea for labor support of the lower voting age proposition: "All of us must do all we can to bring voter justice to the many younger citizens who have been denied this basic American right for so long."

The movement is gaining momentum throughout the nation.

Four states now have laws permitting citizens younger than 21 to vote. They are: Kentucky and Georgia, at age 18; Alaska at age 19, and Hawaii at age 20.

In recent months 44 state legislatures or constitutional conventions have considered the issue of extending voting rights to 18, 19 and 20 year-olds. Twelve state legislatures have passed the measure and referendums have been scheduled. Two state legislatures have passed the measure and are awaiting referendums.

Five state legislatures have the measure pending, and two state constitutional conventions will be considering the issue this year.

Five state legislatures have passed the measure in one house.

In the U. S. Senate, the signatures of 68 senators have been enrolled on a bill proposing that "the right of any citizen of the U. S. to vote shall not be denied or abridged by the United States or by any state on account of age if a citizen is 18 years of age or older."

Presidents Nixon, Johnson, Kennedy and Eisenhower have advocated lowering the voting age.

Several state central labor bodies have supported and actively campaigned for youth enfranchisement.

At its February 1969 meeting the AFL-CIO Executive Council adopted a statement strongly supporting legislation to reduce the age for eligibility to vote from 21 to 18. President George Meany reiterated the

OLD ENOUGH



TO VOTE

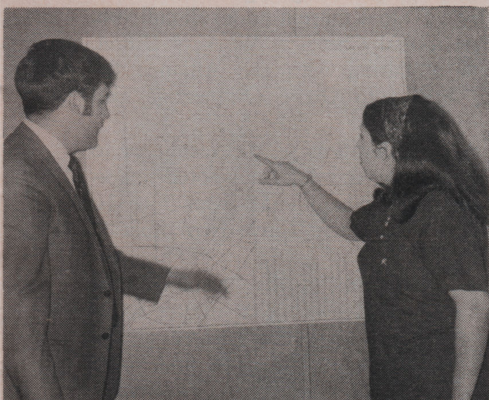
organization's endorsement of such a measure in testimony before the House Judiciary Committee. The AFL-CIO has also participated in the initial planning and organizational phases of the Youth Coalition for the Eighteen-Year-Old Vote.

The reasons for extending the voting age downward are several, including the fact that today's youth are better educated, more interested and involved in our governmental processes, and are better equipped to exercise their suffrage than any past generation.


That harsh reality that half the U.S. servicemen killed in Viet Nam were too young to vote reveals the present voting disparity which asks that our young people give their all for their country without giving them a voting voice.

A change on the national level giving the right to vote to 18, 19 and 20-year-olds would increase the potential voters 10 to 11 millions, and would comprise approximately 10 percent of the total voting public.

Among this 18-to-21 age group, 60 percent are already a part of the labor force in the U. S.



An office at Local 954 headquarters, Toledo, Ohio, has been temporarily converted to the campaign headquarters of the area's Vote 19 Coalition. Local 954 has backed up its support of the movement to amend the Ohio constitution to allow 19 and 20 year-olds to vote by providing the group with an office from which to direct its activities. Shown here is Vote 19 Regional Co-ordinator Bob Mischowski and Lucas County Co-Chairman Carol Weiner discussing campaign strategy.



Report to Organized Labor at Eighth Convention of AFL-CIO:

'We've Come A Long Way'

“WE HAVE COME A LONG WAY, but we still have a long way to go.” This is the present status of the strong and expanding trade union movement in America, as reported by AFL-CIO President George Meany to the federation’s eighth annual convention which met recently in Atlantic City, New Jersey. Meany, in his keynote address to the nearly 900 delegates, outlined the challenges of the ’70s with a program keyed to meet the needs of the nation and the union movement.

A delegation of RCIA leaders, meeting in harmony with officials of more than a hundred other national and international unions which make up the AFL-CIO, assembled in Atlantic City’s Traymore Hotel to look at union progress and to plan its future. Delegates elected President Meany to lead the federation into the next decade, chose Lane Kirkland as the AFL-CIO secretary-treasurer, and expanded the Executive Council to 35 members. The convention added six new vice presidencies in a constitutional change and three members of the council stepped down, bringing a total of nine new vice presidents to the federation’s top governing body between conventions.

To assure the integrity of the federation and its affiliates from dual, rival, raiding organizations, the delegates voted by a 50 to 1 margin on a roll call vote to expel the International Chemical Workers Union, declaring that its affiliation with the Alliance for Labor Action did violence to AFL-CIO objectives and principles.

And to assure the federation of the resources to operate in the new decade, the delegates voted unanimously to increase the per capita tax from 7 to 10 cents per member per month, effective November 1, 1969.

One of the first challenges of the Seventies—the 1970 congressional elections—received major attention from the delegates who heard Meany pledge no retreat in the struggle for social gains and voted a series of resolutions carefully spelling out differences with the Administration on an issue-by-issue basis.

They voted support of the President on his efforts to end the Viet Nam war through negotiations for an honorable peace and heard Defense Secretary Melvin Laird spell out that policy. They heard also from Labor Secretary George P. Shultz on the Administration’s economic policies and from Federal Mediation Director Curtis Counts on new trends in labor-management disputes.

In the critical area of ending discrimination across the board, the delegates cheered Bayard Rustin as he



AFL-CIO President George Meany welcomed speakers, ranging from Bayard Rustin . . . to Labor Secretary George P. Shultz.

assailed Administration moves to slow down integration in some areas while espousing policies to divide black and white workers in other areas diverting them from the necessity of securing jobs, housing, and education for every American.

The delegates and hundreds of guests came to their feet cheering for Israeli Prime Minister Golda Meir who spelled out Israel's case for survival in simple, trade union terms and recalled the close, historic ties of the AFL-CIO and Histadrut, the Israeli Federation of Labor.

The 1970 elections were put into perspective also by former Vice President Hubert H. Humphrey who spelled out a point-by-point indictment of the Administration as he called for a renewed drive for liberal, progressive programs.

And indicative of the physical challenges of the new

decade was the greeting given Col. Edwin E. Aldrin, Jr., the first union man to walk on the moon who thanked the nation's workers for their skills and tax dollars and brought the miracle of space exploration a bit closer to understanding.

The AFL-CIO program for the 1970s was spelled out in over 100 resolutions adopted by the delegates out of a mass of 274 presented to the resolutions and other committees. They covered nearly every aspect of American life with a heavy emphasis on programs and policies on the crisis in the cities, the danger of recession and growing unemployment, bringing the poor and minority groups into the mainstream of American life, the need to improve the quality of life and the environment in which it is lived.

There was a growing concern also with international trade policies, the trend toward economic concentration and mergers and the continuing, never-ending work of the trade union movement—organizing the unorganized and stepping up and expanding collective bargaining.



Astronaut Col. Edwin E. Aldrin, who addressed the convention, is greeted by RCIA President Emeritus James Sufridge (above).

Below, RCIA International and Foreign Affairs Director Gerard O'Keefe, left, announces M. S. Sellasamy of the Ceylon Workers Congress, right, presenting gift tray to AFL-CIO President Meany, during dinner for international visitors.

Several members of the RCIA delegation to Eighth AFL-CIO convention (below), shown during a session: (beginning at left side of table, from front) vice presidents Thomas G. Whaley, Peter L. Hall, Donald E. Carter, Samuel J. Meyers, Local 880 President David McDonald, and Vice Presidents Thomas M. Russow, (on right side of table from front) Ivan M. Morriss; Washington State District Council No. 4 Secretary-Treasurer and Snohomish County Central Labor Council Delegate P. L. Cope; Vice Presidents Earl D. McDavid, David A. Wade, and Director of International and Foreign Affairs Gerard O'Keefe.





Convention favorites Hubert Humphrey and Israeli Prime Minister Golda Meir, at the rostrum.



RCIA delegates to the Maritime Trades Department sessions were, from left: David McDonald, president of Local 880, Cleveland, Ohio; RCIA Vice Presidents Peter L. Hall and Thomas G. Whaley, and President Emeritus James Suffridge; attending, but not shown here, were Vice Presidents Samuel J. Meyers, Thomas M. Russow, and William A. McGrath.

The convention took note also of the creation of two new AFL-CIO organizations since the last sessions in 1967—the Human Resources Development Institute to coordinate the activities of unions in manpower training programs and pioneer new approaches, and the Labor Studies Center where special institutes in staff training and other educational activities will get under way in December.

There was also the immediacy of the need to secure meaningful tax reform in the Senate, and efforts to prevent the Administration from ducking out on prosecution of auto manufacturers in an air pollution conspiracy case.

Meany reflected the mood of the convention when

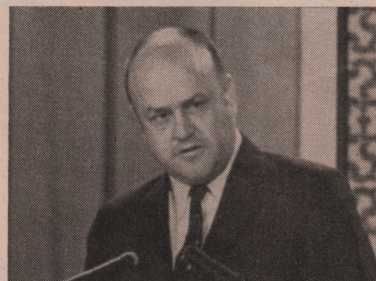
he told the delegates after his election that “I am supremely confident that this movement can do its job . . . irrespective of what Administration is in Washington, irrespective of who is in the White House. . . .”

He stressed “we will continue to be the people’s lobby and we will continue to protect the interests of the great mass of American wage earners.”

Three RCIA officers helped set the pace for the eighth constitutional convention, serving on major committees. RCIA President James T. Housewright was a member of the committee on constitution, Secretary-Treasurer William W. Maguire served on the committee on state and local bodies, and President Emeritus James A. Suffridge served on the committee on resolutions.



Union Label and Service Trades Department meetings were attended by (shown from left) RCIA vice presidents David A. Wade, Ivan M. Morriss, Donald E. Carter, Snohomish County Central Labor Council Delegate P. L. Cope, and RCIA Vice President Earl D. McDavid.



Secretary of Defense Melvin Laird (above) brought greetings from President Nixon to delegates. Lane Kirkland (below) was elected to his first full term as AFL-CIO secretary-treasurer.





Satisfaction is expressed by all those who took part in ceremony putting RCIA Local 1500 money to work for its members and others in the community who are prospective home buyers. From left are: John B. Cadden, member of New York City Central Labor Council Civil Rights Committee, bank presidents Frank Thompson and William R. Hudgins; Local 1500 Secretary-Treasurer Arthur Wolfson; Local 1500 President Patrick Gleeson, bank presidents Richard T. Greene and Erasto Torres; New York City Central Labor Council Treasurer William H. Bowes; and John T. Bunnell of the Human Resources Development Institute, recently established by the AFL-CIO.

Local 1500 Puts Money to Work To Help Members Buy Homes

HOME BUILDING has reached the lowest rate in many years, and the nation is falling behind in meeting the growing demand for dwelling units, according to government reports. The prime factors in the building slump are high mortgage interest rates and the short money supply, especially for prospective home buyers in the moderate income brackets.

RCIA Local 1500, Greater New York, N. Y., is putting its money to work by placing home ownership within reach of its members and other moderate-income New Yorkers who, up to now, have been unable to obtain mortgages.

Picking out four neighborhood banks—all in minority group areas of the city—the local deposited a total of \$50,000 at these financial institutions to spur their home loan programs.

The deposits, approved by the Lo-

cal 1500 Executive Board and the membership on recommendation of its president, Patrick Gleeson, will earn interest for the union while providing money to people of limited means.

In a brief ceremony at the local offices recently, President Gleeson and Secretary-Treasurer Arthur Wolfson presented checks for deposit to the union's accounts to presidents of the four banks.

Local 1500's policy of depositing money in community banks is especially timely, since the credit/inflation squeeze has placed new financial hardships on working people in the past few months.

In the present tight money market, neighborhood banks have not been able to make as many home loans as they would have liked. The flow of union money to these banks will help them service more loan applicants.

Also, the banks offer the loans at

lower interest rates, and further see to it that the properties being purchased are not overpriced, and that down payments are kept at a fair level.

President Gleeson, as he presented the deposit checks to the bank presidents, said, "This is seed money that we hope will grow into a big stake in the economy for all people, black and white, who up to now have not had a fair share of it."

As a further step in expressing its concern for the community, Local 1500 will send its business representatives to Cornell University for an extensive six-week course on urban affairs. The study program is designed to instruct the local union representatives on effective methods of solving the indigenous problems of ghetto areas in Local 1500's jurisdiction. The RCIA urban affairs department heartily congratulates and commends this worthwhile action of Local 1500.

Strike Action Brings Historic Agreement

Unity Is Theme In Arlan's

NEARLY 2,000 members of several RCIA local unions in the Midwest have received substantial wage increases and other major contract improvements as a result of a recent contract settlement with Arlan's Department Stores, Inc.

Bargaining jointly with the department store chain were: Local 36, Southern Michigan; Local 40, Eastern Michigan; Local 655, St. Louis, Missouri; Local 876, Detroit, Michigan; Local 444, Milwaukee, Wisconsin; Local 1099, Cincinnati, Ohio; and Local 1401, Madison, Wisconsin.

The agreement ended a 10-day strike by the RCIA members who had been working without a contract since September 2, prior to going on strike September 15.

RCIA Vice President Peter L. Hall, International director of organization, had this to say about the negotiations, "This great show of unity by the local unions and the International Association brought about this fine settlement which will have far-reaching effects on other RCIA local unions which have Ar-

lan's under contract. It will undoubtedly influence negotiations with like employers."

Hershel Womack, Secretary-Treasurer of Local 876, Detroit, chairman of the union negotiating committee, announced the settlement with this comment, "We have shown what can be accomplished when the local unions and the International Association coordinate their efforts."

Manuel Schoffstall, Secretary-Treasurer of Local 36 commented, "This settlement represents a giant step toward bringing long overdue improvements in the Arlan's contract, and was achieved by establishing realistic goals and maintaining the determination to achieve them."

Ted Kasprzak, Secretary-Treasurer of Local 40, said, "We made every effort to settle these negotiations without a strike but the company's position left us no other alternative. It became necessary to strike in order to get the company's attention and to show that we meant business."

James Connolly, President of Local 1099, said, "The excellent support of the members and the deter-

mined spirit of cooperation among the members of the negotiating committee points the way for future bargaining."

Mike Burtak, Secretary-Treasurer of Local 444, made this comment, "This settlement represents what can be accomplished for our members when we work together as a team. Our united front convinced the company that it must come up with a decent settlement."

Jack Valenti, Local 655, stated, "The members of Local 655 benefited greatly by these negotiations, and are especially happy about the new dental and pension programs."

William Moreth, Secretary-Treasurer of Local 1401, said, "The usual company tactic of attempting to negotiate with individual locals failed. The locals stuck together, fought together, and achieved an outstanding victory together."

The three-year settlement with Arlan's Stores provide wage increases of 70 cents per hour; 25 cents an hour the first year retroactive to September 2, 1969, 25 cents the second year, and 20 cents the third year. It applies across-the-

RCIA's negotiating team (left to right): Horace Brown, Local 876 president; Michael Burtak, Local 444 secretary-treasurer; Manuel Schoffstall, Local 36 secretary-treasurer; Ted Kasprzak, Local 40 secretary-treasurer; Tom Turner, assistant director, Southeastern Division; Harry Carter, regional coordinator, Southeastern Division; Gerald Omstead, Local 876 business agent; Jack Loveall, administrative assistant to the president; Elmer Foster, collective bargaining representative, Southeastern Division; Peter L. Hall, International director of organization; Harry Anderson, Local 36 vice president; Tom Lodico, Local 876 vice president; Herschel Womack, Local 876 secretary-treasurer. Standing (left to right): James Connolly, Local 1099 president; Gene Witsken, Local 1099 secretary-treasurer; Norman Heard, assistant director, Central Division; William Rittenhouse, Local 1059 secretary-treasurer; and Ronald Meeker, organizing director, Southeastern Division.



Settlement

board to all employees. Major appliance salesmen will receive the increase in wages and, in addition, will get a quarter of a percent increase in commission, bringing it to 3¼ percent.

Other features of the settlement include improved funeral leave, (five days in the event of death of the spouse), a dental program, an additional paid holiday (the employee's anniversary date of hire), compensation for unused sick leave, and increases in the health and welfare and pension contributions. These increases will enable the trustees to improve the benefits of these funds.

Other changes in the contract include a stronger clerks work clause which prohibits the selling of merchandise by anyone outside the bargaining unit, and choice of shifts and overtime work on the basis of strict seniority.



Arlan's empty parking lot illustrates effectiveness of the strike by RCIA local unions.



On the picket line at Arlan's are Local 444 members: Arline Luedtke, picket captain, Nellie Brooks, Kay Murray, Ida Miller, Edith Schueppele, and Mary Lewin. Arlan's Stores in the Milwaukee area were struck 10 days.



Local 1099 members picket Arlan's store in Dillonvale, Ohio (above left). Members of Local 36, Southern Michigan (left), listen to discussion of issues during ratification. Above, Local 36 Secretary-Treasurer Manuel Schoffstall, standing, answers questions from the floor as business agents Harry Anderson and Les Newell, seated, look on.

Local 949 Plans 1969-70 ABC Campaign



The Active Ballot Club committee of Local 949, Wausau, Wisconsin, recently met to discuss forthcoming ABC programs and to sell ABC cards to the membership. Seated from left are: Marvin Schael, business representative; Leon Rueter, secretary-treasurer; Henry Lewandowski, president; and Member Clarence Blaskowski.

Local 1665 Active Ballot Club Meeting Draws Large Attendance



Active Ballot Club of Local 1665, Sioux Falls, North Dakota, registered a large turnout for its recent regular membership meeting. A discussion on the importance of the ABC was led by Richard Kaufert, regional coordinator for Region 4, Central Division.

Local 37 Club Boosts Card Sales



The Active Ballot Club of Local 37, South Bend, Indiana, has stimulated its sale of membership cards by raffling two season tickets to Notre Dame football games. Presenting the tickets to winning Member Marion Penrod is Local 37 Business Representative Eugene Kurdys.

Vigorous Program Set By Local 676



A vigorous Active Ballot Club program was planned at this recent ABC executive board meeting of Local 676, East St. Louis, Illinois, where goals were set for selling a record number of Silver Card memberships. Attending were, from left, (seated): Vera Johnson, board member; Mamie Crafton, recorder; Courtney Woodrome, secretary-treasurer; Barbara LaCroix, Henry Rainbolt, and Hazel Henderson, board members; William Stogner, business representative; and (standing) Nona DeMarse, Mildred Saling, Dottie Depriest, and Louis Knewitz, board members.

Local 20 Spurs Extensive ABC Drive



The executive board of Local 20, Western Michigan, proudly examines the local union's new Active Ballot Club charter. Local 20 is formulating plans to stage an extensive ABC drive in 1969-70, and has appointed a committee chairman for each district in its jurisdiction. Pictured from left are: Adam Gamboa, ABC chairman for Mt. Pleasant; Dominic Vander Werff; John Nolan, secretary-treasurer; Phil Renkopf, president; Ilah Flood; Anne Powers; Corrine Ritz; Sue Miller, chairman for the Muskegon district; Helen Keen, chairman for Grand Rapids; Joyce Barnhart, chairman for Alma; and Vice President Helene Friar and Don Doltoske.

President of District Council No. 20 Honored for Israeli Bond Promotion

David J. Durst, president of RCIA District Council No. 20 and secretary-treasurer of Local 150, New York, N. Y., has been honored at a special dinner for his effort to promote Israel's economic development through the Israel Bond program.

The dinner kicked off the fall campaign for Israel Bonds, which hopes to raise \$35 million this year.

Brother Durst has been chairman of the Trade Union Division of the State of Israel Bonds for the past 10 years and has been active in the campaign since it began in 1951.

A frequent visitor to Israel, he has been cited by the Israel government for his local's part in the development of Israel's baking industry,

and for his contribution to the building of Kanot, a youth village at the gateway to the Negev Desert.



District Council No. 20 President David J. Durst is honored by Israel.

Local 782 Organizes Two Bing's Stores in Sedalia



The successful organizing program conducted in Sedalia, Missouri, by Local 782, Kansas City, Missouri, and Vicinity, has resulted in bringing in approximately 60 new RCIA members, employed at two Bing's United Super Stores. Discussing the Bing's effort are, from left: Charles Spangler, Local 782 business representative; International Representative Bert Harstad; Linda Thompson and Lee Bernard, members of the organizing committee; International Representative Robert Camp (standing), and Robert Reeds, Local 782 business representative. Their success is stimulating work on new programs in the Sedalia area.

**WHITE
COLLAR
WORKERS**



**AROUND
THE
WORLD**

The AFL-CIO, at its eighth convention in Atlantic City, New Jersey, played host to approximately 300 foreign trade union leader visitors representing 80 countries of the free world. Participation by these international visitors in this convention not only permitted them to view the proceedings of the national trade union center of the American labor movement in convention, but also gave them an opportunity to meet and exchange views with counterpart union officers and representatives from a cross-section of our labor movement. Special breakfast programs were arranged for these visitors during which presentations were made on "American Labor and the National Scene", "American Labor and International Relations", "Role of Trade Unions in Developing Countries", and "The AFL-CIO Trade and Development Policies". In addition, the international trade secretariats were represented by Erich Kissel, General Secretary of FIET; Thomas Babin, General Secretary, International Federation of Plantation, Agricultural and Allied Workers; Loyd Haskins, General Secretary, International Federation of Petroleum and Chemical Workers; Charles Blyth, General Secretary, International Transport Workers Federation, and Stefan Nedzynsky, General Secretary, Postal, Telegraph and Telephone International.

The Congress of the Australian Council of Trade Unions recently launched a campaign supporting a shorter work week and a minimum of four weeks' annual leave. The CACTU also adopted a resolution to achieve equal pay for women. The resolution protested against a recent decision of the Arbitration Commission on equal pay, which is designed to benefit only a minority of women workers.



A week-long strike against Akron area food stores is over, and Local 698 Organizer James Fuchs, Business Representative Doris Poe, and Organizer Bruce Finley dispose of picket signs (photo at left).

Below, Local 698 members attend contract ratification at Akron's Central High School.



Local 698 Members Win First-Rate Contract

LOCAL 698, Akron, Ohio, has set some high goals for all RCIA unions in the Midwest, by securing an excellent contract for its members employed in 116 area food stores.

The settlement followed a one-week strike by nearly 2000 members at Acme-Click, Co-Op, Fisher-Fazio's, Kroger and National Tea stores. The contract was ratified October 12.

Members gained outstanding wage increases and significant increased benefits.

Highlights of the new two-year contract include raising the top rates of pay for department heads 74½ cents an hour; stock clerks 59½ cents an hour; cashiers, 57 cents an hour; and high school students 45 cents an hour over the life of the agreement.

During the contract, full-time em-

ployees' rates of pay will be raised between \$1,100 and \$1,500 per year.

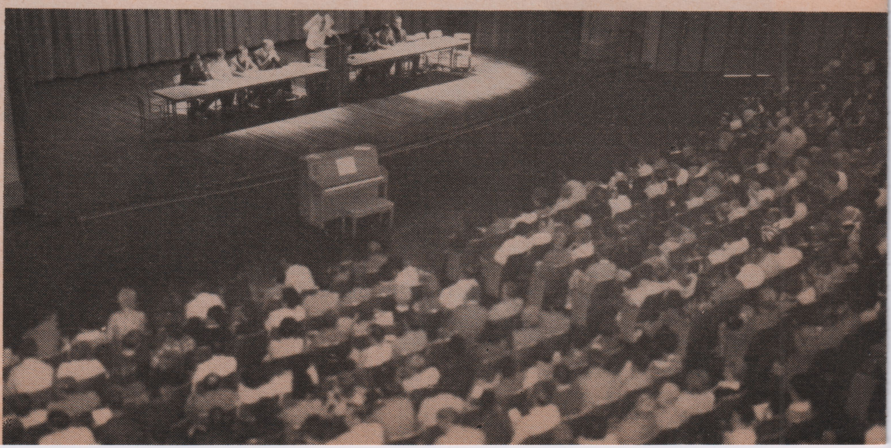
Coverage under the full-time health and welfare program was lowered from 30 to 25 hours per week with substantial improvements, including the option to participate in the community health foundation clinic when it becomes available in

the Akron-Canton area.

Pension contributions will increase by employers from 10 to 12 cents per hour, permitting the increase of retired members' pensions up to the level of \$210 for 35 years of service.

Local 698 members employed by A & P and Fisher Foods of Canton settled earlier in the week.

Secretary-Treasurer L. W. Radabaugh announces victory to assembled members.



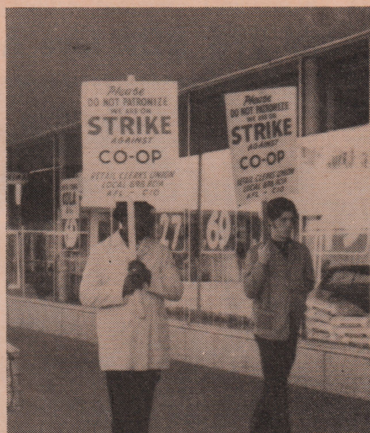


Above, Acme workers at strike vote session. Right, Secretary-Treasurer Radabaugh talks to Kroger employees.



Members cast ratification ballots at meeting in Akron.

in 116 Akron Food Stores



Co-Op and Acme clerks (above and below) kept picket lines moving for a week.

A & P employees attend strike vote session. Local 698 members at A & P and Fisher Foods of Canton ratified contracts five days earlier than other Akron area food store workers. Planning, faith and perseverance paid off for the workers, who were supported by workers in related industries.



Urban Involvement Doubles Work of Local 1360 President

Joseph J. McComb, president of Local 1360, Camden, New Jersey, is a man who wears many hats, and with each hat has helped build his community.

Brother McComb is also president of the Camden Central Labor Union, and is consistently a leader in community United Fund Drives, and is securing aid for the North American College and an orphanage in Italy.

President McComb, who has consistently pledged his support of the RCIA urban affairs programs, has served as chairman of the Housing Authority of the City of Camden. Concurrent with that responsibility is his direction of the Urban Renewal Division of the Housing Authority.

Under his leadership, the construction of public housing for the poor and elderly has been nothing short of amazing. With 2,138 dwelling units, Camden has more public housing than any other city of comparable size in New Jersey.

Some \$53 million has been allocated by the Federal Government for urban renewal in Camden.



Groundbreaking ceremonies for the first 36 of 435 new homes in the Centerville-Liberty Park Project in Camden were conducted by RCIA Local 1360 President Joseph J. McComb, second from left, chairman of the Camden Housing Authority. Stepping on the shovel is former Camden Mayor Alfred R. Pierce. Next to Brother McComb are John DeMarco and Frank Sicilia, developers and builders, and Mayor Joseph M. Nardi, Jr., of Camden. Former world heavyweight boxing champion, Jersey Joe Walcott, can be seen between McComb and DeMarco. Walcott is now director of community relations for the City of Camden.

Local 278, RCIA Give Additional Financial Aid to Victims of Hurricane Camille



Regional Coordinator Frank Dininger is presenting an RCIA check to Local 278 Member Lois Weaver and her husband, who lost their two children and each lost a parent in floods caused by Hurricane Camille in August (see related story in October issue of The ADVOCATE). At right is William Johnson, secretary-treasurer of Local 278, Roanoke, Virginia. Check presentation was made in the Kroger food store in Waynesboro, where Mrs. Weaver is employed.



Local 278 Shop Steward Lois McCormick presents a check to Mr. and Mrs. Lois Weaver, representing money collected by the local in area stores. Local contributions, now totalling \$929.58, and two RCIA checks, have been given to the Local 278 member and her husband, who not only suffered the loss of family, but also saw their home, car and personal belongings swept away by the hurricane's floodwaters.

Chicago Council Cites WGN Jobmobile For Aid to Inner-City Residents

Retail Clerks District Council No. 3 of Northern Illinois, recently presented a plaque of appreciation and recognition to the Continental Broadcasting Company, WGN-TV, for the establishment of an exceptional service to the community.

A Jobmobile, designed to alleviate the persistent unemployment and job placement problems faced by inner-city residents, travels from neighborhood to neighborhood recruiting the underemployed to apply for positions that are available in the Chicago area.

In the relatively short time that the Jobmobile has been on the street, a little over a year, the sponsors report that their efforts to place people to jobs have been

quite successful. The Chicago Alliance of Businessmen and the Illinois State Employment Service work in conjunction with WGN-TV.

In a telegram of commendation, International President James T. Housewright stated, "The Retail Clerks International Association is happy and proud to join with Retail Clerks District Council No. 3 of Northern Illinois, in its salute to the WGN Continental Broadcasting Company.

"Your WGN Jobmobile is an outstanding contribution towards providing a better life for the underprivileged and unemployed citizens in your community. You have set an example for many to follow and we congratulate you for the success of your worthwhile activity."

COMMUNITY RELATIONS NEWS



Walter T. Hubbard, Local 1640 member, State of Washington, has been elected chairman of the National Catholic Council for Interracial Justice. The National Council coordinates employment, health, education, and housing programs of 150 regional councils. Brother Hubbard is an active participant in efforts for civil rights and social justice in the Seattle area, and serves as executive Director of Project CARITAS, a federally funded program for tutoring children in grades one through high school.

Scores of RCIA local unions are offering support to United Fund campaigns through active participation in their respective communities. William Olwell, president of Local 1001, Seattle, Washington, has volunteered to serve as an area chairman for the 1969 fund raising drive in his district; Robert Lenaghen, secretary-treasurer of Local 560, Pocatello, Idaho, has broadcast radio messages on station KSEI in an effort to appeal for United campaign support; and Robert Ryder, secretary-treasurer of Local 441, Jacksonville, Florida, is providing major assistance by soliciting for funds in his vicinity.

William Johnson, secretary-treasurer of Local 278, Roanoke, Virginia, reports that the local union recently provided tickets to a substantial number of underprivileged children to attend the fair in Vinton, Virginia.

Robert Vallero, secretary-treasurer of Local 7, Denver, Colorado, serves as a member of the Denver Metro Urban Coalition. Brother Vallero reports that the coalition's current efforts are to find jobs for the unemployed in the area.



Standing before the WGN Jobmobile, Morris D. Wishnick, president, and Joseph Ungari, secretary-treasurer, of RCIA District Council No. 3 of Northern Illinois, present a plaque of recognition to James Hanlon, vice president in charge of public relations for the Continental Broadcasting Company, whose job placement activities have enabled inner-city residents to apply for available positions in the Chicago area. Shown from left are: Brothers Wishnick and Ungari, Mr. Hanlon, Walter Parker, superintendent of employment services, State of Illinois; Glen Ramshaw, Chicago Businessmen's Alliance; Sam Bernstein, administrator of Bureau of Employment Security, Illinois State Department of Labor; and Frank Igotka, chief of Chicago Operations, Illinois State Employment Service.



Local 789 members were prominent among HRDI's "Buddy Training" class held recently in St. Paul. Shown here, from left, are: (front row) Shirley Lehman, Judy Bick, Ann Buchanan, Orville Fenstad, and Dan Boyum; (standing) Armond Ronkeinen, Patrick Compansaro, Neal Caples, and Jerry Richgels, secretary-treasurer of RCIA Local 789.

Buddy Training Program in St. Paul Assists Disadvantaged Jobholders

To help alleviate urban problems in the city, representatives of RCIA Local 789, St. Paul, Minnesota, and Red Owl Stores, Inc., have completed a buddy training program.

The Human Resources Development Institute, an arm of the AFL-CIO and closely allied with the urban affairs department, sponsored the one and one-half day program. The University of Minnesota conducted the training. The training was designed to develop an awareness and understanding of the problems, prejudices and attitudes which can be obstacles to productive employment for the job disadvantaged.

The concept of the HRDI is not only to recruit and train union "buddies," but to encourage employers to assign the trained buddy to work with the job disadvantaged on a one-to-one basis, supplying the necessary supportive services to assist in job retention to newly employed persons.

Members of RCIA Local 789, led by Secretary-Treasurer Jerome Richgels, participating in the program were: Judy E. Bick, Daniel Boyum, Ann Buchanan, Patrick Campanaro, Orville Fenstad, Neal G. Caples, Barbara Greco, Shirley Lehman, Mary Mathias, Gary Munson, Armond Ronkeinen, and Stella Whitney.

F. R. Dick Kadrie, AFL-CIO labor liaison, St. Paul Community Services, and Bea Kersten, AFL-CIO labor liaison, Minneapolis Community Services, participated as resource persons discussing the services and resources of the social and community agencies in the metropolitan area. William O. White, executive director of the St. Paul Urban Coalition discussed the extreme importance and necessity of effective two-way communications and how it relates to working with the job disadvantaged.

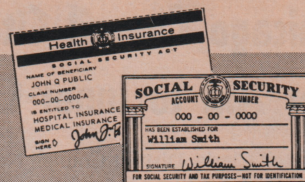
Answers to Word Game

Words, Wit and Wisdom

- 1-C (ky-ROG-ruh-fee)
- 2-B (KUZ-'n)
- 3-A (ih-BUL-y'nt)
- 4-C (KOX-kohm)
- 5-C (ih-FAYSS)
- 6-B (KOW-er)
- 7-C (EN-dive)
- 8-A (fih-NESS-tray-tid)
- 9-B (en-SIK-lih-k'l)
- 10-B (fer-duh-LAHNSS)

Fun With Words

- 1-G; 2-D; 3-J; 4-I; 5-A; 6-H; 7-E; 8-B; 9-F; 10-C.



how they benefit YOU

Q. Are any changes going to be made in the amounts Medicare patients have to pay under hospital insurance?

Yes, there will be some changes in the hospital insurance part of Medicare for benefit periods that begin January 1, 1970, or later.

The Medicare law provides that the various dollar amounts for which the patient is responsible under hospital insurance be reviewed annually. These dollar amounts include the inpatient hospital deductible and the different per day amounts after certain periods of care in hospitals and extended care facilities. Under the law, if the review shows that hospital costs have changed significantly, these amounts are adjusted for the following year.

The 1969 review has been completed, and the following changes have been announced. If you enter a hospital and start a new benefit period in 1970, Medicare hospital insurance pays the cost of all covered services except as shown below:

- For the first 60 days in the hospital—all but the first \$52.
- For the 61st through 90th day in the hospital—all but \$13 a day.
- For lifetime reserve days used—all but \$26 a day.
- For the 21st through 100th day in an extended care facility—all but \$6.50 a day.

Q. Is there an advantage for a woman worker to get the retirement benefit based on her own work instead of a wife's benefit?

A. Yes. For one thing, your retirement benefit is likely to be higher than the benefit you would qualify for as a wife based on your husband's work record. Also, you would get your own retirement check without interruption if your husband continued to work or went back to work. A woman who is receiving just a wife's benefit on her husband's social security record will have that benefit withheld, along with her husband's if his earnings go over a certain amount.

Hot and Hearty Main Dishes from Holiday Leftovers

What could be more welcome on a cold, blustering day than a supper centered around a bowl of steaming homemade soup brimming with chunks of turkey or a dish of piping hot turkey ala king over rice?

Your leftover holiday turkey can be the initial ingredients for these two hot and hearty main courses. Leftover ham too, cut into chunks and simmered with green pea or lentil soup, can bring cheers from the family.

Serve the ala king as one meal and prepare the soup from the remaining bones and bits and pieces of turkey, perhaps to freeze for another main course. Either way, each provides an appetizing entree.

Turkey ala King. Here's a simple and satisfying main course that takes only minutes to prepare. A bonus after the fuss of fixing a full-course holiday dinner the day before.

2 cups milk
3 tbs. butter
¼ cup green peppers
¼ cup diced onions
2 or 3 cups turkey (diced)
2 tbs. pimento
¼ cup sherry (or whatever wine is on hand)
1 can drained mushroom pieces
dash of paprika, salt and pepper to taste
flour and water for thickening

Saute peppers and onions in butter until soft. Place all ingredients into a deep skillet or dutch oven

and add flour and water to thicken. Simmer at low heat for 15 minutes. Serve over rice or toast.

Turkey, Vegetable, Noodle Soup.

This recipe provides the perfect opportunity to use nearly everything that is left from the holiday meal. Save the following ingredients: gravy, drippings, meat, bones, and green and yellow vegetables. The gravy and drippings will serve as the basic stock for this "main course in a pot." If there is not enough natural stock left, use a few chicken bouillon cubes. Pour stock into a large soup pot and add two or three quarts of water (the size of your family should determine the amount of water necessary). Bring to a boil and add the leftover bones (broken into smaller pieces), and whatever meat is left. Season to taste with salt, pepper, a little poultry seasoning or sage. When soup has simmered for an hour, add small, whole onions, cut up celery, and parsley (fresh or flakes). You may also add diced potatoes and carrots. Continue to simmer for one-half hour. In a small skillet, saute bits and pieces of mushrooms and add with the leftover vegetables a small bag of frozen mixed vegetables. The noodles go in last. Be certain to prepare the noodles separately, drain and then add to the pot of soup. When all the vegetables are thoroughly cooked (approximate total cooking time, two hours), your leftover turkey is ready to eat—steeping hot and hearty.

Serve as a main course with a salad and hot rolls, split and topped with melted cheese. Hot tangy apple crisp for dessert will offer a delightful balance to this simple and wholesome supper.



The Women's pages



LOCAL UNION NEWS

people & places

Sioux Falls, S. D., Local 1665 — Employees of Kraft-Hegg Piggly-Wiggly, Madison, South Dakota, have voted for representation by Local 1665.

Also, employees of Teapo Discount, Inc., Jamestown, North Dakota, cast their ballots in favor of the local as their bargaining agent.

Pasco, Washington, Local 1612 — Member Carolyn Winkler has been reinstated to her employment at Valu-Mart, Richmond, Washington, through the efforts of the local. She received \$308.70 for incorrect hourly rate in addition to \$1,070.00 in lost wages.

Other wage claims resolved by Local 1612 with Valu-Mart resulted in money regained for members Edward Griffin, Cheryl Craven and Raymond Burke.

West and Northwest Suburban Towns, Illinois, Local 1540 — Retired Business Representative Edmund O. Jerchow died after a short illness. A charter member of Local 1540, Brother Jerchow served as secretary-treasurer for many years.

In addition to his local responsibilities, he served as president of the RCIA Chicago Area Council for more than 10 years.

Muncie, Indiana, Local 1441 — Employees of the K-Mart food store located in Marion, Indiana, have selected Local 1441 as their bargaining agent. Certification followed a cross-check of authorization cards signed by a majority of the employees. The Muncie local currently represents employees of Kroger, Standard, and A & P stores in Marion. Local 1441 President John W. O'Neill announces that the Marion employees will be covered by terms of the contract currently negotiated for the K-Mart food employees in Muncie.

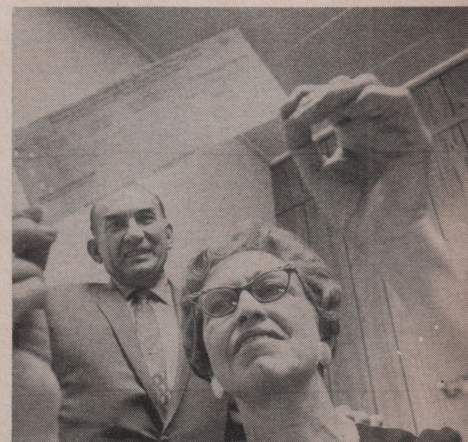
Fresno, Calif., Local 1288 — Bakery clerks of Van de Kamp's-Holland Dutch Bakers are now members of Local 1288, working under stipulation No. 2, supplement to the Master Food Agreement. Van de Kamp's is now operating in three Mayfair markets in the Fresno area and one in Hanford.

Steward Given Store Card for Organizing Effort



Gertrude Morris, shop steward for the Safeway Store in Sedalia, Missouri, is presented the Union Store card by Bob Reeds, business representative for Local 782, Kansas City, Missouri, and Vicinity. Mrs. Morris was instrumental in helping organize the store, whose employees voted unanimously in favor of RCIA representation.

Local 1288 Member Retires Prematurely



Cathy Fitzgerald, a member of Local 1288, Fresno, California, examines her first retirement check as President George Kisling looks on. Sister Fitzgerald retired prematurely because of illness. The local union's health and welfare program provides members with total disabilities full coverage at no additional expense.

Local 1099 Bowlers Place in National Tournament



Bowling team sponsored by Local 1099, Cincinnati, Ohio, went to the National Bowling Association Tournament held recently in Atlantic City, N. J. The team, which placed fourth in the national event, includes (from left): Melvina Lyons, Lois Wilson, Edith Davis, Pearl Smith, and Rose Holloway.

RCIA Member Uses \$1,504 Back Pay for College



A back pay adjustment amounting to \$1,504 will help provide a college education for Member Claude Steward (left) of Local 880, Cleveland, Ohio. The local union was instrumental in achieving the settlement for Brother Steward who was unfairly discharged by his employer. Shown presenting the formidable check is Business Representative Jim Jerele.

Portland, Oregon, Local 1257—Members employed at G.I. Joe's recently approved a new agreement. The contract will give them a total wage increase of up to 80 cents per hour, plus a percentage of the gross sales, which will be paid every two months. In addition to wage gains, there will be increases in the health and hospital and dental insurance premiums, and other improvements in the agreement including a pregnancy leave of absence.

Essex-Hudson, N. J., Local 1245—In Northern New Jersey bargaining between Local 1245 and Food Fair and American Stores' Acme Markets has resulted in a contract settlement providing journeymen clerks with a wage increase of \$20 a week over three years. In Acme Markets, where the local's recognition extends to meat department employees, journeymen meat cutters will receive an increase of \$27. Part-time employees, department heads and apprentices all shared in the wage gains. Pension contributions by the employers is increased, as are benefits of the pension. Welfare contributions are increased, and—for the first time—part-time employees will be covered. The new contracts also provide a second personal holiday, and better vacation benefits.

Local 1504 Honors Veteran Members and Retirees



Secretary-Treasurer James Harper of Local 1504, Blue Island, Illinois, is shown presenting long-time membership pins and first pension checks to newly-retired members of the local union. (Above) Sisters Doris Armon, left, and Dorothy Pappadimas receive length of service emblems commemorating their 20 years of service to the local union. (At left) Brother Harper presents the first retirement check to senior member Lazarus Moore, who has been a member for more than 20 years. (At right) Sister Jean Schrum happily receives her first pension check after 21 years of local union membership. Other retirees were Bertha Walter and Charles Swanson.

Cleveland, Ohio, Local 880—An in-store bakery contract, covering more than 200 Local 880 members, has been ratified. The new three-year agreement includes dental insurance and adds coverage of dependents in health and welfare insurance programs. With general increases in wages and fringe improvements, the contract takes in-store bakery employees closer to the standards established in the food industry.

Local 880 has been successful in regaining Member Dorothy Mayle's

job with Fisher Foods in Painesville, plus a considerable back-pay settlement as well.

In the area of sports, Local 880 has won the senior league title in the Northeast Little League for the second year in a row. Coaching the team is Member Harry Prybe; manager is Member Dan Turk. Frank Graf is honorary coach. Another Local 880 team also won two championship games to clinch its Parma AA Softball title.

(Continued on next page)

LOCAL UNION NEWS

(From Page 27)

Detroit, Mich., and Vicinity, Local 876—The local has won an important arbitration case against the Kroger Company in behalf of Dorothy Rice. A 22-year employee of the company, Miss Rice was demoted from head cashier when the store where she had been working was closed. Local 876 representatives acted promptly and a grievance was filed. When the company refused to settle, the matter was forced to arbitration. After hearing the case, the arbitrator ruled in behalf of the member and the union which had contended that Kroger's action was discriminatory and violated the contract seniority provision. Miss Rice was awarded back pay and is again working as head cashier.

Kansas City, Missouri, and Vicinity, Local 782—A satisfactory agreement was reached by Local 782 with the independent food stores of the Greater Kansas City trade area. The new agreement will provide all of the benefits negotiated with the four major food chains in May. As a result, there will no longer be a wage difference between members employed in the independent and chain stores, and their wage increases in the future will be effective on the same dates. This has been a goal of Local 782 for many years.

Los Angeles, Calif. Local 770—During the months of July and August, Local 770's claims and complaints department processed a total of 124 grievances. Decisions on 106 cases resulted in the collection of \$24,345.15 in back pay for members who had not received proper compensation for their work.

St. Louis, Missouri, Local 655—On September 1, Local 655 again

(Continued on facing page)

CROSSWORD PUZZLE

ANSWERS

P	O	H	E	M	S	A	R	M
R	U	I	R	A	N	S	A	O
I	N	N	E	R	A	E	S	I
E	C	U	A	P	L	O	M	E
D	E	T	O	U	R	S	C	E
M	U	S	T	F	I	N	N	
C	R	E	T	E	F	E	A	T
L	O	G	S	C	A	N	T	
A	S	S	L	A	N	D	I	N
V	E	T	O	E	D	O	U	R
A	B	A	S	H	P	A	N	D
T	A	T	U	R	A	L	G	I
E	Y	E	A	I	R	V	E	L

Local 1179 Members Enjoy Ninth Annual Picnic



There was plenty of free fried chicken, potato salad, and refreshments for all at the ninth annual Labor Day picnic for members and families of Local 1179, Contra Costa County, California. The food, swimming, games and prizes drew 1,800 people to Little Hills Ranch for the big event. There was also a drawing of ABC membership cards whereby the holder of the lucky card received \$100 cash prize.

Local 1552 Honors Four Retiring Members



(Above) Nancy Todd and Horace Kelley (right) cheerfully accept their initial pension checks from President Mitchell and Secretary-Treasurer Bond.

(At left) The membership of Local 1552, Dayton, Ohio, turned out in full force to honor Ida Rogers, the first retiree under the local union's drug pension plan. Sister Rogers has been very active in Local 1552 for many years and has served as a drug organizer, a steward, and a member of the executive board. Here Sister Rogers and Business Representative Thomas L. Braden display the plaque of appreciation that was presented by the local union.

(Above, left) President Kenneth V. Mitchell (left) and Secretary-Treasurer Phillip Bond ceremoniously present Sister Minnie Jane Starnes her first retirement check.

revised its union-sponsored health and welfare plan, increasing several benefits, including improved coverage received for hospital confinement due to mental and nervous disorders, tuberculosis and diseases. Also full payment will now be made for several important special hospital services.

Sacramento, Calif., Local 588—Members employed in Gemco, White Front, and other union food and drug stores in the Sacramento area have received increased benefits under the union's AAA health and welfare plan. Improvements in medical care, vision and dental care are covered in the new plan, with noticeable increases being allowed in several specific areas. All benefits became effective September 1.

During the recent California Exposition held in Sacramento, Local 588 donated 10,000 RCIA shopping bags, which were distributed from the Valley Union Label Booth. A Saturday during the fair was declared "Retail Clerks Day," and the booth was manned by office personnel and representatives of Local 588.

Carlsbad, N. M., Local 462—Organizing, collective bargaining, politics, and union contracts were the topics discussed at the recent stewards semi-

nar held by Local 462 in Ruidoso, New Mexico. Secretary-Treasurer James E. (Eddie) Eyer introduced Regional Coordinator Larry Kolman, New Mexico COPE Director Edna Fowler and Assistant Director Bob E. Russell, who spoke to the members.

Long Beach, Calif., Local 324—A seminar was conducted recently in which retirees participated in a special study concerning how they might better spend their time. The local, recognizing the importance of finding way in which retirees could live a more enjoyable and fruitful life, stated that this study is the initial step to possible programs which would give their retired members additional outlets for their abilities and interests.

During the month of September the Local 324 grievance department, through the efforts of the business representatives, processed a total of 86 grievances, collecting a total amount of \$6,004.80 for members.

South Bend, Indiana, Local 37—Members employed at Kroger Family Center in LaPorte, Indiana, will be receiving wage increases, as will members employed at the Martins Super Market in Elkhart.

P. L. Cope Appointed To Park Board



P. L. Cope, secretary-treasurer of the Washington State Council of Retail Clerks, has been appointed to the Snohomish County Park Board and the Snohomish County Comprehensive Planning Council. An active leader in his community, Brother Cope is also serving on the boards of several civic and labor organizations.

Washington, D.C. Area Pharmacists at 130 Drug Stores Choose Local 400

Pharmacists employed at over 130 outlets of Peoples Drug Stores in the Washington, D.C., metropolitan area chose RCIA Local 400 as their bargaining representative in a consent election recently conducted

by the National Labor Relations Board.

The Peoples unit is the first large group of pharmacists to be organized in the Capital area by the RCIA.

The combined effort of many indi-

viduals brought about this significant victory for the pharmacists. The Peoples' organizing committee, the organizing director and the entire staff of Local 400 all played an important team role in its success.



Peoples' pharmacists election observers posed for this picture before the balloting. On the front row are, from left: Pharmacists Arthur Dees, Harry Ginsburg, Irmatear Watson, and Richard Minor; on second row are pharmacists John Smith and Rip Cooper, Local 400 Organizing Director Al Chavaree, and pharmacists John McNamara and John Pilconis.



At the victory celebration, pharmacists, Local 400 members and staff are given the election results, which gave RCIA its first large group of pharmacists in the Washington, D. C., area.

Local 1536 Bowlers Achieve First Place Honors



The championship bowling team sponsored by Local 1536, Las Vegas, Nevada, cheerfully observes the presentation of the "sponsor's award" to local union President Milton Bettencourt by Joe Burshea (whose teams have held the championship for seven years in a row). Shown exhibiting their individual trophies are (in front row from left) Ed Ashlock, Brother Bettencourt, Joe Burshea, and Ron Weiss. Standing in second row are: Business Representative Tony Getman, team manager; Dave Bedlow, and Dick Chapman. Team member Ralph Cascone was not present when picture was taken.

RCIA Local Leaders Attend Iowa Meeting



Officers and members of several RCIA local unions attended the recent convention of the Iowa State Federation of Labor. Among those who participated at the Waterloo meeting were, from left: Vernon Bates, Local 396, Dubuque, Iowa; Clarence Thomas, Local 30, Des Moines, Iowa; and Hollie Ham, Local 1015, Omaha, Nebraska. Regional Coordinator Gene Kolkman represented the RCIA at the state convention.

RCIA Shopping Bags Are Popular Feature at Illinois State Fair



Stressing the theme "shop union," the RCIA exhibit sponsored by Local 536, Peoria, Illinois, drew large crowds at the Illinois State Fair. As always, the RCIA shopping bags were the featured attraction at the colorful display. Shown manning the booth from left are: local union Secretary-Treasurer Evan Griffith; Darrell Watson; Business Representative Richard Provence; Member Marie Mull; and Business Representative Bruno Piccoli.

Trenton Local 1371 Elects New Recorder



In a mid-term election held recently by the members of Local 1371, Trenton, New Jersey, Sister Eunice Samuels was chosen to fill the office of recorder.

Local 880 Labor Day Picnic Draws Record Crowd



Despite rain most of the day, the 1969 Labor Day picnic of Local 880, Cleveland, Ohio, drew an all-time record turnout by members and their families. An estimated 16,000 attended the Geauga Lake Park picnic and dance. Intermittent rain failed to dampen the spirits of adults or children, where "a good time was had by all."

Local 1550 Sponsors Higher Education Through Scholarship Grants



United Negro College Fund. The members and executive board of Local 1550, Chicago, Illinois, have elected to make an annual donation to the United Negro College Fund, so that scholarships and other financial assistance can be provided for Negro students seeking higher education. Secretary-Treasurer Morrie D. Wishnick (seated) places his signature on the \$500 check, the local union's first grant to UNCF, as Vice President Henry Burns (left) and United Negro College Fund Co-chairman Daryl F. Grisham look on.



Victor R. Reysa Scholarships. Two members of Local 1550 are the recipients of the third annual Victor R. Reysa Scholarship awards. The grants provide \$500 each for Maryann Kaminski, who will major in mathematics at St. Xavier College, and for Craig Presser, a chemistry major at the University of Illinois Circle Campus. Shown congratulating the winners is Secretary-Treasurer Morrie D. Wishnick.

FAMILY PUZZLE PAGE

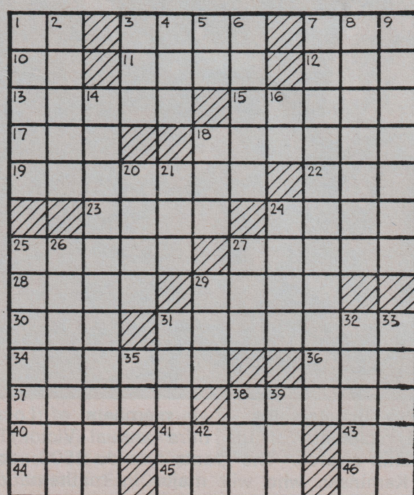
CROSSWORD PUZZLE

ACROSS

1. Italian river
3. Edges of skirts
7. Fortify
10. Ruthenium: sym.
11. Persia
12. — Paulo, Brazil
13. Interior
15. Chief Teutonic gods
17. Shield
18. Manganese-bearing andradite
19. Roundabout routes
22. Letter
23. New wine
24. Native of Helsinki
25. Greek island
27. Deeds
28. Bulky timbers
29. Jargon
30. Beast of burden
31. Wharf
34. Refused to approve, as a law
36. Belonging to us
37. Disconcert
38. Himalayan mammal
40. Gunny cloth
41. U.S.S.R. river
43. Liberian tribes
44. Needle aperture
45. Well ventilated
46. God: Hebrew

DOWN

1. Snooped
2. Unit of weight
3. Hasten
4. Blunder
5. Pa's companion
6. Brittle cookies
7. Alliance
8. Garments
9. Heavy woolen fabrics
14. Two-word nickname for Connecticut
16. Overhead train
18. Skill
20. Those not in office
21. Employ
24. Parry
25. Club-shaped
26. The oleander
27. Cooling device
29. Bounder
31. Hawaiian floral emblem
32. Poke
33. Chalice
35. Bone: anat.
38. Equal
39. Pert. to malt drink
42. New England state: abbr.



(Crossword Puzzle answers on page 28)
(Word Games answers on page 24)

WORDS, WIT AND WISDOM

HERE'S ANOTHER of our multiple-choice quizzes. Try to match the numbered word with the lettered phrase closest in meaning to it. You'll find several tricky words, so don't be surprised if you don't score 100 the first time around.

1. Chirography: (a) necromancy . . . (b) palmistry . . . (c) handwriting.
2. Cozen: (a) pilfer . . . (b) deceive . . . (c) unruffle.
3. Ebullient: (a) full of enthusiasm . . . (b) overtired . . . (c) jealous.
4. Coxcomb: (a) steersman in racing shell . . . (b) king of the barnyard . . . (c) conceited dandy.
5. Efface: (a) face one's responsibilities . . . (b) lose face . . . (c) wipe away.
6. Cower: (a) threaten . . . (b) crouch in fear . . . (c) run milk-ing machine.
7. Endive: (a) cheap nightclub . . . (b) skin-diving . . . (c) salad vegetable.
8. Fenestrated: (a) windowed . . . (b) locked up tight . . . (c) depressed.
9. Encyclical: (a) high-backed bike . . . (b) papal letter . . . (c) children's reference book.
10. Fer-de-lance: (a) medieval javelin . . . (b) poisonous snake . . . (c) tropical night-blooming plant.

FUN WITH WORDS

BELOW YOU WILL FIND two groups of words, one numbered, one lettered. Try to match them, finding in each group the word nearest in meaning to one in the other group. When you have matched all 10 pairs (2-F, for example), check against the correct answers. Good luck!

- | | |
|---------------|---------------|
| 1. Passive | A. Inflexible |
| 2. Humburg | B. Obstruct |
| 3. Dementia | C. Ferocious |
| 4. Flatulent | D. Fraud |
| 5. Obdurate | E. Acquaint |
| 6. Infuse | F. Grandiose |
| 7. Apprise | G. Supine |
| 8. Impede | H. Imbue |
| 9. August | I. Turgid |
| 10. Truculent | J. Mania |

"AND NOW THE NEWS



...brought to you by the
Retail Clerks International Association"

Familiar words to millions who tune in MONITOR on NBC Radio every weekend. The latest news plus a varied program of interesting features keep you abreast of what the RCIA is doing to bring a better life to retail store employees in the United States and Canada. Make sure you listen . . .

To

MONITOR

Saturday and Sunday
on your local NBC Radio Station.

RCIA Members Lead Fuller Lives

Members of the RCIA, by collective action, have won the highest wages in the retail field.

But the human values that stem from these economic gains do not carry a price tag. One cannot measure the increase in dignity and health and well-being that comes from economic security.

Because of their membership in the RCIA, hundreds of thousands of retail clerks enjoy happier, more useful lives as members of their families and communities.

But there are still a large number of retail employees who cannot share in this better way of life because they lack union organization.

Show the unorganized store workers in your city that the RCIA is a practical means to gain the practical ends which will give them a more abundant life.



**Prove to Them by Your
Own Experience That
Membership in the RCIA
Doesn't Cost ...**

It Pays